

People Against Litter

Executive Director / CEO

EIN 640764171

MS · NTEE C015

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Sarah Kountouris, Executive Director / CEO** (\$66,678) against **every comparable organization** that fit the selection criteria — **40** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

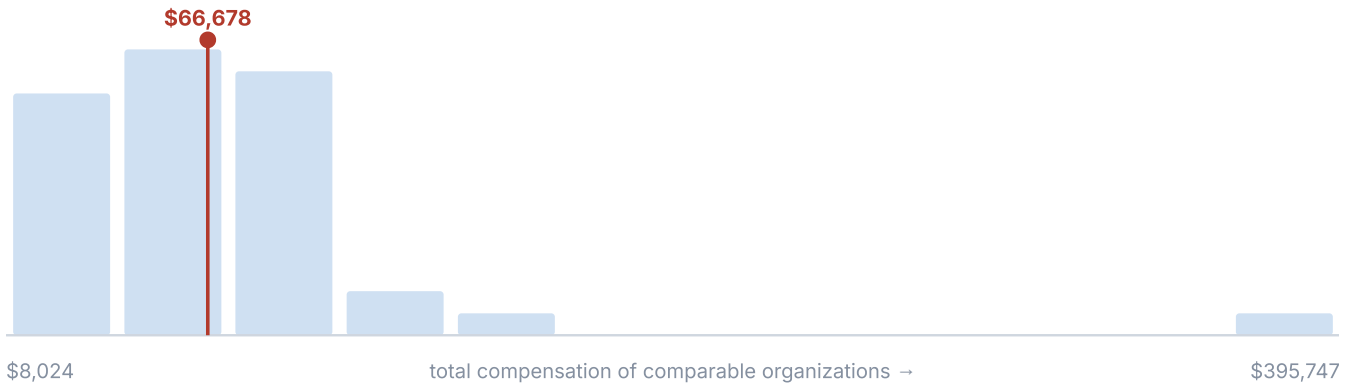
Benchmarked executive: Sarah Kountouris — reported title “EXEC DIR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C015).
BUDGET	Total revenue between \$212,757 and \$476,323 — 0.67x to 1.50x the subject's \$317,549 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C01), nationwide + budget 0.67–1.5x revenue.

40 organizations qualified on sector, size, and geography → **40** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,175	\$39,344	\$63,781	\$88,747	\$105,586	\$66,678
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■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to MS cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Texas Solar Energy Society Inc	TX	\$318,355	Executive Director	\$95,461	\$85,738	2024
Fossil Free California	CA	\$327,050	Executive Dir.	\$79,782	\$63,683	2023
Climate Finance Action Inc	MA	\$305,460	President	\$29,077	\$23,460	2024
Paddle For Peace	CA	\$297,088	Ceo	\$110,000	\$85,284	2024
Seneca Lake Guardian Inc	NY	\$296,597	President	\$26,000	\$21,718	2023
Georgia Tree Council Inc	GA	\$343,033	Executive Di	\$72,663	\$65,600	2024
Flathead Lakers Inc	MT	\$291,237	Executive Director	\$35,025	\$33,899	2024
Climate Jobs Massachusetts Inc	MA	\$280,619	Executive Director	\$112,270	\$90,584	2024
Purgatoire Watershed Partnership	CO	\$277,444	Executive Di	\$83,113	\$71,556	2024
Conservation Alabama	AL	\$365,903	Executive Director	\$70,990	\$68,860	2024
Pivot Clean Energy Co	CO	\$254,866	President	\$14,400	\$12,764	2023
Caldesal	CA	\$253,796	Executive Di	\$100,837	\$78,180	2024
Vermonters For A Clean Environment Inc	VT	\$252,053	Executive Dir.	\$50,000	\$45,186	2024
Ecological Rights Foundation	CA	\$251,438	Executive Dir.	\$15,000	\$11,630	2024
Passive House New England Inc	MA	\$249,958	Executive Director	\$127,975	\$103,255	2024
River Keepers	ND	\$249,256	Exec. Dir.	\$96,768	\$95,348	2024
Women For Conservation	VA	\$242,451	Executive Director	\$48,000	\$42,842	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Childhood Lead Action Project	RI	\$394,175	Executive Director	\$69,270	\$59,638	2024
Comal County Conservation Alliance Inc	TX	\$237,135	Executive Dir.	\$62,968	\$58,225	2023
Arkansas Environmental Federation Inc	AR	\$402,813	Executive Director	\$97,554	\$101,364	2023
Ohio Environmental Council Action Fund	OH	\$228,737	Interim President (Term. 09/22)	\$8,196	\$8,024	2023
Minnesota Conservation Federation	MN	\$228,598	Executive Di	\$46,500	\$41,255	2024
Grace Hudowalski Charitable Trust	ME	\$407,041	Trustee	\$54,000	\$49,984	2023
Yaak Valley Forest Council	MT	\$410,680	Executive Di	\$16,828	\$16,287	2024
San Francisco Bicycle Coalition	CA	\$413,193	Executive Dir.	\$163,249	\$126,569	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to MS cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

Sample, role match & sensitivity

PEER COUNT 40 organizations. Compensation range \$8,024–\$395,747; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$317,549); for reference, expenses \$328,422 and assets \$337,210.

ROLE MATCH Sarah Kountouris, reported title "EXEC DIR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	55 th
Total compensation (D + F), as reported (no adjustments)	43 rd
Reportable pay only (column D), adjusted	60 th
All sources (D + E + F), adjusted	53 rd

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Sarah Kountouris) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 40 similarly situated organizations (Same NTEE sector (C01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,678 is reasonable (approximately the 55th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.